

May 13, 2004

Ms. Dorothy M. Detlor
College of Nursing
Washington State University
2917 W Ft George Wright Dr
Spokane Washington 99224

Dear Dean Detlor:

I am writing as a member of the Washington State Board of Health and the Institute of Medicine's Committee on Institutional and Policy-Level Strategies for Increasing the Diversity of the U.S. Health Care Workforce to request that you lead your school's efforts to improve health workforce diversity by considering the recommendations in the IOM committee's recent report, *In the Nation's Compelling Interest: Ensuring Diversity in the Health Care Workforce*. The report, available at www.iom.edu, recommends that health professions educational institutions:

- Improve admissions policies and practices—by basing admissions decisions on a comprehensive review of each applicant and balancing qualitative and quantitative data.
- Improve the institutional climate for diversity—by training students, staff, and faculty in the importance of diversity and related institutional expectations and policies.

These strategies for improving health workforce diversity are vital to Washington's physical, economic, and social health, as well as our country's. Although our state has become increasingly diverse, the State Board of Health found that people of color are underrepresented in our state's health workforce and underserved by its health care system. Research shows that a diverse health care workforce can improve health care access, quality and health status for racial and ethnic minorities.

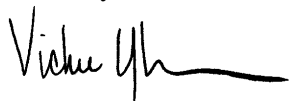
(http://www.sboh.wa.gov/Priorities/disparities/2001_HD_Report.pdf)

As an alumnus of the UW School of Nursing and the UW School of Public Health, and as a Washington resident, I am proud of the efforts our higher education institutions have made to improve their diversity under challenging conditions. The IOM recommendations were developed to help our higher education institutions do better, however, even within these politically and economically challenging times.

I urge that you discuss the IOM recommendations at the Washington State University, examine admission requirements, and consider how the Washington State University might be accountable for reporting the number of underrepresented minorities (URMs) applying, accepted, admitted, and graduating each year.

Thank you for your commitment to improving the health of the residents of Washington State. If I can assist you in discussing and adopting strategies to increase the diversity of health professionals in our state, please let me know. My email address is Vickie@ybarra.com.

Sincerely,



Vickie Ybarra, Health Disparities Committee Member
Washington State Board of Health

May 13, 2004

Mr. William Fassett
College of Pharmacy
Washington State University
PO Box 646510
Pullman Washington 99164-6510

Dear Dean Fassett:

I am writing as a member of the Washington State Board of Health and the Institute of Medicine's Committee on Institutional and Policy-Level Strategies for Increasing the Diversity of the U.S. Health Care Workforce to request that you lead your school's efforts to improve health workforce diversity by considering the recommendations in the IOM committee's recent report, *In the Nation's Compelling Interest: Ensuring Diversity in the Health Care Workforce*. The report, available at www.iom.edu, recommends that health professions educational institutions:

- Improve admissions policies and practices—by basing admissions decisions on a comprehensive review of each applicant and balancing qualitative and quantitative data.
- Improve the institutional climate for diversity—by training students, staff, and faculty in the importance of diversity and related institutional expectations and policies.

These strategies for improving health workforce diversity are vital to Washington's physical, economic, and social health, as well as our country's. Although our state has become increasingly diverse, the State Board of Health found that people of color are underrepresented in our state's health workforce and underserved by its health care system. Research shows that a diverse health care workforce can improve health care access, quality and health status for racial and ethnic minorities.

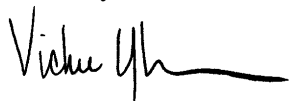
(http://www.sboh.wa.gov/Priorities/disparities/2001_HD_Report.pdf)

As an alumnus of the UW School of Nursing and the UW School of Public Health, and as a Washington resident, I am proud of the efforts our higher education institutions have made to improve their diversity under challenging conditions. The IOM recommendations were developed to help our higher education institutions do better, however, even within these politically and economically challenging times.

I urge that you discuss the IOM recommendations at the Washington State University, examine admission requirements, and consider how the Washington State University might be accountable for reporting the number of underrepresented minorities (URMs) applying, accepted, admitted, and graduating each year.

Thank you for your commitment to improving the health of the residents of Washington State. If I can assist you in discussing and adopting strategies to increase the diversity of health professionals in our state, please let me know. My email address is Vickie@ybarra.com.

Sincerely,



Vickie Ybarra, Health Disparities Committee Member
Washington State Board of Health

May 13, 2004

Dr. Martha Somerman
School of Dentistry
University of Washington
Box 356365, D322/D323
Seattle Washington 98195-6365

Dear Dean Somerman:

I am writing as a member of the Washington State Board of Health and the Institute of Medicine's Committee on Institutional and Policy-Level Strategies for Increasing the Diversity of the U.S. Health Care Workforce to request that you lead your school's efforts to improve health workforce diversity by considering the recommendations in the IOM committee's recent report, *In the Nation's Compelling Interest: Ensuring Diversity in the Health Care Workforce*. The report, available at www.iom.edu, recommends that health professions educational institutions:

- Improve admissions policies and practices—by basing admissions decisions on a comprehensive review of each applicant and balancing qualitative and quantitative data.
- Improve the institutional climate for diversity—by training students, staff, and faculty in the importance of diversity and related institutional expectations and policies.

These strategies for improving health workforce diversity are vital to Washington's physical, economic, and social health, as well as our country's. Although our state has become increasingly diverse, the State Board of Health found that people of color are underrepresented in our state's health workforce and underserved by its health care system. Research shows that a diverse health care workforce can improve health care access, quality and health status for racial and ethnic minorities.

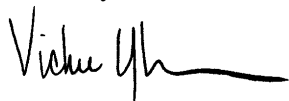
(http://www.sboh.wa.gov/Priorities/disparities/2001_HD_Report.pdf)

As an alumnus of the UW School of Nursing and the UW School of Public Health, and as a Washington resident, I am proud of the efforts our higher education institutions have made to improve their diversity under challenging conditions. The IOM recommendations were developed to help our higher education institutions do better, however, even within these politically and economically challenging times.

I urge that you discuss the IOM recommendations at the University of Washington, examine admission requirements, and consider how the University of Washington might be accountable for reporting the number of underrepresented minorities (URMs) applying, accepted, admitted, and graduating each year.

Thank you for your commitment to improving the health of the residents of Washington State. If I can assist you in discussing and adopting strategies to increase the diversity of health professionals in our state, please let me know. My email address is Vickie@ybarra.com.

Sincerely,



Vickie Ybarra, Health Disparities Committee Member
Washington State Board of Health

May 13, 2004

Mr. Paul G. Ramsey M.D.
School of Medicine
University of Washington
Box 356350
Seattle Washington 98195-6350

Dear Dean Ramsey:

I am writing as a member of the Washington State Board of Health and the Institute of Medicine's Committee on Institutional and Policy-Level Strategies for Increasing the Diversity of the U.S. Health Care Workforce to request that you lead your school's efforts to improve health workforce diversity by considering the recommendations in the IOM committee's recent report, *In the Nation's Compelling Interest: Ensuring Diversity in the Health Care Workforce*. The report, available at www.iom.edu, recommends that health professions educational institutions:

- Improve admissions policies and practices—by basing admissions decisions on a comprehensive review of each applicant and balancing qualitative and quantitative data.
- Improve the institutional climate for diversity—by training students, staff, and faculty in the importance of diversity and related institutional expectations and policies.

These strategies for improving health workforce diversity are vital to Washington's physical, economic, and social health, as well as our country's. Although our state has become increasingly diverse, the State Board of Health found that people of color are underrepresented in our state's health workforce and underserved by its health care system. Research shows that a diverse health care workforce can improve health care access, quality and health status for racial and ethnic minorities.

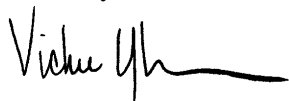
(http://www.sboh.wa.gov/Priorities/disparities/2001_HD_Report.pdf)

As an alumnus of the UW School of Nursing and the UW School of Public Health, and as a Washington resident, I am proud of the efforts our higher education institutions have made to improve their diversity under challenging conditions. The IOM recommendations were developed to help our higher education institutions do better, however, even within these politically and economically challenging times.

I urge that you discuss the IOM recommendations at the University of Washington, examine admission requirements, and consider how the University of Washington might be accountable for reporting the number of underrepresented minorities (URMs) applying, accepted, admitted, and graduating each year.

Thank you for your commitment to improving the health of the residents of Washington State. If I can assist you in discussing and adopting strategies to increase the diversity of health professionals in our state, please let me know. My email address is Vickie@ybarra.com.

Sincerely,



Vickie Ybarra, Health Disparities Committee Member
Washington State Board of Health

May 13, 2004

Ms. Nancy Fugate PhD, RN, FAAN
School of Nursing
University of Washington
Box 357260
Seattle Washington 98195-7260

Dear Dean Fugate:

I am writing as a member of the Washington State Board of Health and the Institute of Medicine's Committee on Institutional and Policy-Level Strategies for Increasing the Diversity of the U.S. Health Care Workforce to request that you lead your school's efforts to improve health workforce diversity by considering the recommendations in the IOM committee's recent report, *In the Nation's Compelling Interest: Ensuring Diversity in the Health Care Workforce*. The report, available at www.iom.edu, recommends that health professions educational institutions:

- Improve admissions policies and practices—by basing admissions decisions on a comprehensive review of each applicant and balancing qualitative and quantitative data.
- Improve the institutional climate for diversity—by training students, staff, and faculty in the importance of diversity and related institutional expectations and policies.

These strategies for improving health workforce diversity are vital to Washington's physical, economic, and social health, as well as our country's. Although our state has become increasingly diverse, the State Board of Health found that people of color are underrepresented in our state's health workforce and underserved by its health care system. Research shows that a diverse health care workforce can improve health care access, quality and health status for racial and ethnic minorities.

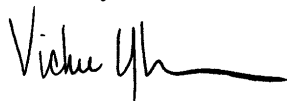
(http://www.sboh.wa.gov/Priorities/disparities/2001_HD_Report.pdf)

As an alumnus of the UW School of Nursing and the UW School of Public Health, and as a Washington resident, I am proud of the efforts our higher education institutions have made to improve their diversity under challenging conditions. The IOM recommendations were developed to help our higher education institutions do better, however, even within these politically and economically challenging times.

I urge that you discuss the IOM recommendations at the University of Washington, examine admission requirements, and consider how the University of Washington might be accountable for reporting the number of underrepresented minorities (URMs) applying, accepted, admitted, and graduating each year.

Thank you for your commitment to improving the health of the residents of Washington State. If I can assist you in discussing and adopting strategies to increase the diversity of health professionals in our state, please let me know. My email address is Vickie@ybarra.com.

Sincerely,



Vickie Ybarra, Health Disparities Committee Member
Washington State Board of Health

May 13, 2004

Mr. Sidney D. Nelson PhD
School of Pharmacy
University of Washington
Box 357631
Seattle Washington 98195-7631

Dear Dean Nelson:

I am writing as a member of the Washington State Board of Health and the Institute of Medicine's Committee on Institutional and Policy-Level Strategies for Increasing the Diversity of the U.S. Health Care Workforce to request that you lead your school's efforts to improve health workforce diversity by considering the recommendations in the IOM committee's recent report, *In the Nation's Compelling Interest: Ensuring Diversity in the Health Care Workforce*. The report, available at www.iom.edu, recommends that health professions educational institutions:

- Improve admissions policies and practices—by basing admissions decisions on a comprehensive review of each applicant and balancing qualitative and quantitative data.
- Improve the institutional climate for diversity—by training students, staff, and faculty in the importance of diversity and related institutional expectations and policies.

These strategies for improving health workforce diversity are vital to Washington's physical, economic, and social health, as well as our country's. Although our state has become increasingly diverse, the State Board of Health found that people of color are underrepresented in our state's health workforce and underserved by its health care system. Research shows that a diverse health care workforce can improve health care access, quality and health status for racial and ethnic minorities.

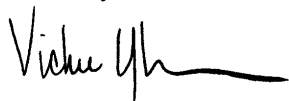
(http://www.sboh.wa.gov/Priorities/disparities/2001_HD_Report.pdf)

As an alumnus of the UW School of Nursing and the UW School of Public Health, and as a Washington resident, I am proud of the efforts our higher education institutions have made to improve their diversity under challenging conditions. The IOM recommendations were developed to help our higher education institutions do better, however, even within these politically and economically challenging times.

I urge that you discuss the IOM recommendations at the University of Washington, examine admission requirements, and consider how the University of Washington might be accountable for reporting the number of underrepresented minorities (URMs) applying, accepted, admitted, and graduating each year.

Thank you for your commitment to improving the health of the residents of Washington State. If I can assist you in discussing and adopting strategies to increase the diversity of health professionals in our state, please let me know. My email address is Vickie@ybarra.com.

Sincerely,



Vickie Ybarra, Health Disparities Committee Member
Washington State Board of Health

May 13, 2004

Ms. Patricia W. Wahl PhD
School of Public Health
University of Washington
Box 357230
Seattle Washington 98195-7230

Dear Dean Wahl:

I am writing as a member of the Washington State Board of Health and the Institute of Medicine's Committee on Institutional and Policy-Level Strategies for Increasing the Diversity of the U.S. Health Care Workforce to request that you lead your school's efforts to improve health workforce diversity by considering the recommendations in the IOM committee's recent report, *In the Nation's Compelling Interest: Ensuring Diversity in the Health Care Workforce*. The report, available at www.iom.edu, recommends that health professions educational institutions:

- Improve admissions policies and practices—by basing admissions decisions on a comprehensive review of each applicant and balancing qualitative and quantitative data.
- Improve the institutional climate for diversity—by training students, staff, and faculty in the importance of diversity and related institutional expectations and policies.

These strategies for improving health workforce diversity are vital to Washington's physical, economic, and social health, as well as our country's. Although our state has become increasingly diverse, the State Board of Health found that people of color are underrepresented in our state's health workforce and underserved by its health care system. Research shows that a diverse health care workforce can improve health care access, quality and health status for racial and ethnic minorities.

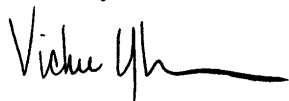
(http://www.sboh.wa.gov/Priorities/disparities/2001_HD_Report.pdf)

As an alumnus of the UW School of Nursing and the UW School of Public Health, and as a Washington resident, I am proud of the efforts our higher education institutions have made to improve their diversity under challenging conditions. The IOM recommendations were developed to help our higher education institutions do better, however, even within these politically and economically challenging times.

I urge that you discuss the IOM recommendations at the University of Washington, examine admission requirements, and consider how the University of Washington might be accountable for reporting the number of underrepresented minorities (URMs) applying, accepted, admitted, and graduating each year.

Thank you for your commitment to improving the health of the residents of Washington State. If I can assist you in discussing and adopting strategies to increase the diversity of health professionals in our state, please let me know. My email address is Vickie@ybarra.com.

Sincerely,



Vickie Ybarra, Health Disparities Committee Member
Washington State Board of Health

